

APPLICATION FOR EMPLOYMENT

**FISCHER LUMBER COMPANY
210 N. SHAMROCK STREET
EAST ALTON, IL. 62024**

ANSWER ALL QUESTION & PLEASE PRINT

In compliance with Federal and State equal opportunity laws, qualified applicants are considered for all positions without regard to race, color, religion, sex, national origin, age, marital status, or non job related disability

Date of application _____
Social Security No. _____

Position Applied For

- (A) Building Material Employee
 (B) Truss Department Employee

NAME _____
Last First Middle

CURRENT ADDRESS _____
Street City, State and Zip Code

HOW LONG ? _____
PHONE NUMBER _____

List Previous addresses _____ How Long ? _____
for the past 3 year Street City How Long ? _____
Street City How Long ? _____

Are you now employed ? _____ If not, how long since leaving last employment ? _____
Who referred you ? _____

Is there any reason you might be unable to perform the functions of the job for which you have applied (as described in the attached job description)?
Yes _____ No _____
If yes, explain if you want to _____

PLEASE LIST PREVIOUS EMPLOYERS (Add another sheet if necessary)

NAME	FROM MO.	YR.	TO MO.	YR.
ADDRESS	POSITION HELD			
CITY STATE ZIP	SALARY/WAGE			
CONTACT PERSON PHONE #	REASON FOR LEAVING			

NAME	FROM MO.	YR.	TO MO.	YR.
ADDRESS	POSITION HELD			
CITY STATE ZIP	SALARY/WAGE			
CONTACT PERSON PHONE #	REASON FOR LEAVING			

OVER

LIST AUTO ACCIDENTS FOR THE PAST 3 YEARS (Add another sheet if necessary)

DATES	TYPE OF ACCIDENT HEAD-ON, REAR-END, ROLL OVER	FATALITIES	INJURIES
LAST ACCIDENT			
PREVIOUS ACCIDENT			
PREVIOUS ACCIDENT			

TRAFFIC CONVICTIONS FOR THE PAST 3 YEARS (OTHER THAN PARKING VIOLATIONS) IF NONE, WRITE NONE

(Add another sheet if necessary)

LOCATION	DATE	CHARGE	PENALTY

EDUCATION

CIRCLE HIGHE

ST GRADE COMPLETE: 1 2 3 4 5 6 7 8 HIGH SCHOOL: 1 2 3 4 COLLEGE 1 2 3 4

TRADE SCHOOL YES NO

NAME OF LAST SCHOOL ATTENDED _____

DRIVER LICENSE

STATE	LICENSE NUMBER	CLASS	EXPIRATION DATE

TO BE READ AND SIGNED BY APPLICANT

This certifies that this application was completed by me, and that all entries on it and information in it are true and complete to the best of my knowledge.

I authorize you to make such investigations and inquiries of my personal, employment, financial or medical history and other related matters as may be necessary in arriving at an employment decision. (Generally, inquiries regarding medical history will be made only if and after a conditional offer of employment has been extended.)

I hereby release employers, school, health care providers and other person from all liability in responding to inquiries and releasing information in connection with my application.

In the event of employment, I understand that false or misleading information given in my application or interview may result in discharge. I understand, also, that I am required to abide by all rules and regulation of the Company.

DATE

APPLICANT'S SIGNATURE

**THE BELOW DISCLOSURE AND AUTHORIZATION LANGUAGE IS FOR MANDATORY USE BY
ALL ACCOUNT HOLDERS**

**IMPORTANT DISCLOSURE
REGARDING BACKGROUND REPORTS FROM THE *PSP Online Service***

In connection with your application for employment with FISCHER LUMBER COMPANY ("Prospective Employer"), Prospective Employer, its employees, agents or contractors may obtain one or more reports regarding your driving, and safety inspection history from the Federal Motor Carrier Safety Administration (FMCSA).

When the application for employment is submitted in person, if the Prospective Employer uses any information it obtains from FMCSA in a decision to not hire you or to make any other adverse employment decision regarding you, the Prospective Employer will provide you with a copy of the report upon which its decision was based and a written summary of your rights under the Fair Credit Reporting Act before taking any final adverse action. If any final adverse action is taken against you based upon your driving history or safety report, the Prospective Employer will notify you that the action has been taken and that the action was based in part or in whole on this report.

When the application for employment is submitted by mail, telephone, computer, or other similar means, if the Prospective Employer uses any information it obtains from FMCSA in a decision to not hire you or to make any other adverse employment decision regarding you, the Prospective Employer must provide you within three business days of taking adverse action oral, written or electronic notification: that adverse action has been taken based in whole or in part on information obtained from FMCSA; the name, address, and the toll free telephone number of FMCSA; that the FMCSA did not make the decision to take the adverse action and is unable to provide you the specific reasons why the adverse action was taken; and that you may, upon providing proper identification, request a free copy of the report and may dispute with the FMCSA the accuracy or completeness of any information or report. If you request a copy of a driver record from the Prospective Employer who procured the report, then, within 3 business days of receiving your request, together with proper identification, the Prospective Employer must send or provide to you a copy of your report and a summary of your rights under the Fair Credit Reporting Act.

Neither the Prospective Employer nor the FMCSA contractor supplying the crash and safety information has the capability to correct any safety data that appears to be incorrect. You may challenge the accuracy of the data by submitting a request to <https://dataqs.fmcsa.dot.gov>. If you challenge crash or inspection information reported by a State, FMCSA cannot change or correct this data. Your request will be forwarded by the DataQs system to the appropriate State for adjudication.

Any crash or inspection in which you were involved will display on your PSP report. Since the PSP report does not report, or assign, or imply fault, it will include all Commercial Motor Vehicle (CMV) crashes where you were a driver or co-driver and where those crashes were reported to FMCSA, regardless of fault. Similarly, all inspections, with or without violations, appear on the PSP report. State citations associated with Federal Motor Carrier Safety Regulations (FMCSR) violations that have been adjudicated by a court of law will also appear, and remain, on a PSP report.

The Prospective Employer cannot obtain background reports from FMCSA without your authorization.

AUTHORIZATION

If you agree that the Prospective Employer may obtain such background reports, please read the following and sign below:

I authorize FISCHER LUMBER CO. ("Prospective Employer") to access the FMCSA Pre-Employment Screening Program (PSP) system to seek information regarding my commercial driving safety record and information regarding my safety inspection history. I understand that I am authorizing the release of safety performance information including crash data from the previous five (5) years and inspection history from the previous three (3) years. I understand and acknowledge that this release of information may assist the Prospective Employer to make a determination regarding my suitability as an employee.

I further understand that neither the Prospective Employer nor the FMCSA contractor supplying the crash and safety information has the capability to correct any safety data that appears to be incorrect. I understand I may challenge the accuracy of the data by submitting a request to <https://dataqs.fmcsa.dot.gov>. If I challenge crash or inspection information reported by a State, FMCSA cannot change or correct this data. I understand my request will be forwarded by the DataQs system to the appropriate State for adjudication.

I understand that any crash or inspection in which I was involved will display on my PSP report. Since the PSP report does not report, or assign, or imply fault, I acknowledge it will include all CMV crashes where I was a driver or co-driver and where those crashes were reported to FMCSA, regardless of fault. Similarly, I understand all inspections, with or without violations, will appear

on my PSP report, and State citations associated with FMCSR violations that have been adjudicated by a court of law will also appear, and remain, on my PSP report. I have read the above Disclosure Regarding Background Reports provided to me by Prospective Employer and I understand that if I sign this Disclosure and Authorization, Prospective Employer may obtain a report of my crash and inspection history. I hereby authorize Prospective Employer and its employees, authorized agents, and/or affiliates to obtain the information authorized above.

Date: _____

Signature

Name (Please Print)

NOTICE: This form is made available to monthly account holders by NIC on behalf of the U.S. Department of Transportation, Federal Motor Carrier Safety Administration (FMCSA). Account holders are required by federal law to obtain an Applicant's written or electronic consent prior to accessing the Applicant's PSP report. Further, account holders are required by FMCSA to use the language contained in this Disclosure and Authorization form to obtain an Applicant's consent. The language must be used in whole, exactly as provided. Further, the language on this form must exist as one stand-alone document. The language may NOT be included with other consent forms or any other language.

LAST UPDATED 12/22/2015

NAME AS IT APPEARS ON DRIVER LICENSE

DRIVER LICENSE NUMBER/STATE OF ISSUANCE

DATE OF BIRTH

FISCHER LUMBER COMPANY

NONEXEMPT EMPLOYEES

Reporting any and all accidents.

1) Basic Function: Truss Department Employee

Cutting and fabricating of engineered trusses.

2) Physical Requirements:

Must be able to stand, walk, bend over, crawl and climb onto truss tables and trucks. Must be able to lift and carry 100 lbs. Other body movements include turning the head and torso, reaching, grasping, and bending and flexing arms, legs, wrists, and fingers. The senses of sight and hearing are required for Safety. The power of speech is required to interact with customers. Must pass a physical and drug test. The cost of the physical and drug test will be reimbursed at the time of becoming a regular full time employee.

3) Skills:

Be able to comprehend bills of lading, packing list, invoices, work orders and perform simple mathematical calculations.

4) Work Conditions:

Employees may be subject to irregular work schedules, temperature and weather extremes and tight Scheduling.

5) Responsibility:

Wear the appropriate safety equipment when performing the job

FISCHER LUMBER COMPANY

NONEXEMPT EMPLOYEES

210 Job Descriptions

Effective Date: 1/11/2002

Revision Date: 12/17/2002

1) Basic Function: Building Material Employee

Unloading and loading of building materials. Delivery of building materials to customer locations.

2) Physical Requirements:

Must meet or exceed the physical and mental standards of the U.S. Department of Transportation as set forth in the Federal Motor Safety Regulation Part 391.41. Must be able to stand, walk, bend over, crawl and climb onto truck beds. Must be able to shift a manual transmission and operate foot pedals. Must be able to lift and carry at least 100 lbs. Other body movements include turning the head and torso, reaching, grasping, and bending and flexing arms, legs, wrists and fingers. The senses of sight and hearing are required for driving and safety. The power of speech is required to interact with customers and company personnel. Must pass a physical and a drug test. The cost of the physical and drug test will be reimbursed at the time of becoming a regular full time employee.

3) Skills:

Be able to comprehend bills of lading, packing list, invoices, work orders, read maps, road signs and perform simple mathematical calculations. Be able to maintain accurate driving records.

4) Licensing:

Must have by the end of the probationary period a valid CDL class B with no restrictions.

5) Work Conditions:

Drivers may be subject to irregular work schedules, temperature and weather extremes, long runs, tight delivery schedules, delays en route and other stresses and fatigue related to driving a large commercial vehicle on crowded streets and highways in all kinds of weather.

6) Responsibility:

Driving in a safe, courteous and defensive manner.

Maintaining a clean and insurable driving record and a valid CDL with the required endorsements.

Check load against work order to verify the product and quantities

Collecting payment on C.O.D. deliveries before unloading any material.